

Boyer Valley CSD

Boyer Valley EA

7/1/2006

6/30/2007

**BOYER VALLEY  
COMMUNITY SCHOOLS**

**MASTER CONTRACT**

**2006-2007**

## ARTICLE I

### DEFINITIONS

- A. BOARD the terms "Board", as used in this Agreement, shall mean the Board of Directors of the Boyer Valley Community School District or its duly authorized representative.
- B. EMPLOYEE The term "employee", as used in this Agreement, shall mean all professional employees represented by the Boyer Valley Education Association in the bargaining unit agreement as defined and certified by the Public Employment Relations Board.
- C. ASSOCIATION the term "Association", as used in this Agreement, shall mean the Boyer Valley Education Association or its duly authorized representative.

## ARTICLE II

### GRIEVANCE PROCEDURE

#### Definitions for Article II

"Day"- a day when bargaining unit employees are required to be at their work stations.

- 1. A grievance shall mean only that there has been an alleged violation, misinterpretation, or misapplication of any specific provisions of this Agreement.
- 2. A. Every employee covered by this Agreement and the Association with the consent of an aggrieved employee shall have the right to present grievances in accordance with these procedures.
- B. Failure to act on any grievances within the prescribed time limits will act as a bar to any further processing of the grievance. An administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended or shortened by mutual agreement.
- C. It is further agreed that any investigation or other handling or processing of any grievances by the grieving teacher shall be conducted so as to result in no interference with or interruption of the instructional program and related work activities of the grieving teacher or the teaching staff.
- 3. A. Step 1. An attempt shall be made to mutually resolve any grievance in informal, verbal discussion between the grievant or grievants and their designee and/or his or her principal. This must be completed within ten (10) days of the alleged violation of the contract.
- B. Step 2. If the grievance cannot be mutually resolved informally, the aggrieved teacher or teachers shall file the grievance in writing with the principal. The written grievance shall state the facts of the actual grievance, shall state the specific clause or clauses of the contract alleged to have been violated, misinterpreted or misapplied, and shall state the remedy or remedies requested. The filing of the formal, written grievance at the second step must be within fourteen (14) days from the date of occurrence of the facts giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the teacher and the Superintendent within seven (7) days after receipt of the grievance.

- C. Step 3. In the event the grievance has not been satisfactorily resolved at the second step, the grievant shall file, within five (5) days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) days after such written grievance is filed, the aggrieved, their designee and the Superintendent shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within (10) days of the third step grievance meeting and shall communicate it in writing to the teacher and the principal.
- D. Step 4 If the grievance is not resolved satisfactory at Step 3, there shall be available a fourth step of impartial, binding arbitration. The Association may submit in writing a request on behalf of the Association and the grieving teacher to the Superintendent within ten (10) days from the receipt of the Step 3 answer to enter into such arbitration. The Public Employment Relations Board will be requested to provide a panel of seven (7) arbitrators or the two parties may use a person of their own choosing provided both parties mutually agree. By lot, each of the two parties will alternatively strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties. Expenses for the arbitrator's services shall be shared equally by the School District and the Association.

The arbitrator, in his decision, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School District and the Association and his decision must be based solely and only upon his interpretation of the meaning and application of the express language of the Agreement.

### **ARTICLE III**

#### **HOURS**

##### **A. WORKDAY**

The in-school workday shall consist of eight (8) consecutive hours. On Fridays, days preceding holidays, days of inclement weather and all other days of early dismissal other than all scheduled in-service days, teachers may leave when the last bus leaves.

##### **B. INCLEMENT WEATHER**

Employees shall ordinarily not be required to report before or remain after the student attendance is required on occasions of amended student attendance hours because of inclement weather. Employees shall not be required to report to work when student attendance is cancelled because of inclement weather.

##### **C. PARENT TEACHER CONFERENCES**

Attempts will be made to hold parent-teacher conferences during the normal workday hours. If employees are scheduled to hold parent-teacher conferences beyond the normal workday, the employee's workday will be reduced proportionately to the number of hours scheduled beyond said workday. This paragraph does not apply to specially arranged conferences with individual parents. Teachers with children in the District shall be given an opportunity to have a conference with their children's teacher.

##### **D. MEETINGS BEYOND THE NORMAL WORKDAY**

The employer will attempt to schedule all committee meetings during the normal workday. When it is necessary to schedule meetings beyond the workday, such workdays will not begin any earlier than 7:15 a.m. nor end any later than 4:45 p.m.

This paragraph does not apply to committees that are comprised of teachers and non-School District employees.

**E. EXTRA DUTIES**

Extracurricular, elementary night time concerts, and other duties may be assigned outside the normal in-school workday. For ticket taking and similar duties, (track meets) the employer shall first seek volunteers among the unit employees. If sufficient numbers of volunteers are not secured, each teacher may be assigned duty of up to three (3) events without additional compensation. Duties for which the teacher volunteers shall be counted in the three (3) duties. If additional duties are assigned beyond three (3), the employer shall pay the sum of \$10 for each assigned duty three (3).

## **ARTICLE IV**

### **EVALUATION**

- A.. Evaluation of certified personnel on their skills, abilities, and competence shall be an on-going process supervised by the building principals and conducted by approved evaluators.
- B The employer will create an evaluation procedure. The evaluation procedure will be given to all employees during the first two weeks of the school year. The procedure will include the evaluation tools or instruments that will be used during the school year. All evaluations will pertain to only educational related areas of concern.
- C. The evaluation including compliance with procedure will be grievable. No language in the employer's procedure will void this right.

## **ARTICLE V**

### **REDUCTION OF STAFF**

- A. Coverage  
All certified personnel.
- B. The necessity of staff reductions shall be determined in the sole judgment of the Board of Directors. When staff reduction is to be implemented, the Administration shall attempt to accomplish the same by attrition unless the best interests of the school district dictate otherwise. Attrition shall be deemed to have occurred only if a resignation in the affected area is received prior to issuance of the staff reduction notice. The administration will select the employee to be terminated based upon the following criteria:
  1. Certificate endorsements and educational preparation within general grouping of PreK-5, 6-12 grade levels. Secondary grade levels will be divided into subject areas. The primary consideration is the endorsements in educational preparation within grade level group and subject area such as art, music, P.E., and other areas requiring special certification will be classified separately in the PreK-5 grouping.
  2. Relative skills, and demonstrated teaching ability as shown by formal evaluations and other evaluations within the work site; and off-duty conduct which impacts on education in the district.
  3. Recent training in area of assignment.
  4. Qualifications for co-curricular programs as determined by endorsements, training and experience.

5. When the foregoing factors are all relatively equal the employee with the least continuous years of service in the school district will be terminated.
  - a. Seniority determination for the purposes of staff reduction shall be computed based on the continuous length of service to the district by the employees. Continuous length of service will begin with the school year for which the employee signed his/her initial individual contract. If two or more employees have the same seniority date, the relative order of seniority, for the purposes of staff reduction, shall be determined by the employee with the lowest last four (4) digits of their social security number being considered to have greater full-time continuous years of service.
  - b. A seniority list will be prepared each school year and will be delivered to the Boyer Valley Education Association no later than two months after the beginning of the school year.
6. Recall Rights—Teachers who are laid off under this procedure shall for a period of two (2) years following the effective date of layoff be entitled to recall for any positions that become available in which the employee has had previous academic department (e.g. math, science, social studies, English, etc.) experience in the District and for which the employee is certified.

Any employee recalled to any available position shall notify the Board in writing of his/her acceptance of the position not later than five (5) days after receipt of a certified letter from the Board notifying him/her of his/her recall or fifteen (15) days after the mailing whichever is earlier. Failure of the employee to notify the Board of his/her acceptance of the recall shall be deemed a rejection of same and the employee shall have no further recall rights.

If more than one employee is eligible for a position under this policy, employees shall be recalled in reverse order of layoff.

Nothing in this section shall be deemed to require the Board to fill any vacant positions.

## **ARTICLE VI**

### **TRANSFER PROCEDURES**

#### **VOLUNTARY TRANSFERS**

##### **DEFINITION**

Voluntary transfer shall mean the assignment of an employee to a different grade level, subject area or building.

#### **INVOLUNTARY TRANSFERS**

##### **DEFINITION**

Involuntary transfers shall mean the assignment of an employee to a different grade level, subject area, or building at the initiation of the employer.

##### **A. NOTIFICATION OF VACANCIES**

Dates: Except during the summer vacation, the Superintendent shall announce vacancies which occur during the school year and for the following school year by posting a list of vacancies in the teacher's lounge when the Board takes official action on the vacancy.

During the summer vacation, the Superintendent need only to notify those employees who request a notice of the vacant positions, in their major or minor areas of preparation, on a form provided with the April paycheck. Notification shall be deemed made when mailed to the employee.

- B. Any teacher may apply for voluntary transfer. Such application shall be in writing to the Superintendent. A denial of a transfer to a vacancy existing at the time of such request shall be in writing. Nothing in this article shall preclude the District from hiring an out of District applicant.
  - 1. If the district decides not to hire an outside applicant to fill a position that it has determined to fill the criteria as listed in Reduction of Staff Article B 1, 2, 3, 4 & 5 will be followed when two or more staff members apply for a vacancy.
  - 2. A vacancy is when a new teacher is hired.
- C. In the event that the Superintendent determines that involuntary transfers are necessary, the Superintendent shall give written notice to the affected employees as soon as practicable. There will be a meeting between the employee involved and the Superintendent, at which time the employee shall be advised of the reasons for the transfer. If qualified volunteers are available, they shall first be considered in the event of necessity for involuntary transfers.

## **ARTICLE VII**

### **HOLIDAYS**

The Board shall provide the following holidays: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day and Memorial Day when they fall within the 190 day contract. These days shall constitute contract days for the Master Agreement.

RECESSES—The following unpaid recess periods shall be provided.

- 1. Thanksgiving recess—one (1) day in addition to the holiday.
- 2. Winter recess—a minimum of five (5) school days in addition to the two (2) holidays.
- 3. Spring recess—a minimum of two (2) weekdays on either side of a weekend. These shall not be used as make up days for weather related cancellations unless five or more make up days are needed for cancelled school days.

## **ARTICLE VIII**

### **WAGES AND SALARIES**

- 1. SCHEDULE the salary for each employee covered by the regular salary schedule is attached hereto and made a part hereof as Schedule A to this contract. The extra duty schedule is attached hereto and made a part hereof as Schedule B to this contract.
- 2. PLACEMENT ON THE SALARY SCHEDULE
  - A. Each employee shall be placed on his or her proper step of the salary schedule in accordance with paragraph 2(B) below. Any employee hired prior to October 15<sup>th</sup> of any school year shall be given full credit for one year of service toward the next step for the following year.
  - B. Teaching Experience. In the discretion of the Board of Directors or its designee, new employees may be given credit for up to five (5) years of outside teaching experience in a duly accredited school upon initial employment. The Board of Education in unusual situations may grant up to five (5) additional steps when necessary to attract a qualified applicant.

### 3. HORIZONTAL ADVANCEMENT ON THE SALARY SCHEDULE

#### General Provision

- A. To qualify for horizontal educational advancement on the salary schedule, teachers must file a statement by April 1 of the year before the hours are taken and submit the hours for approval by the administration except under special situations when a teacher's job description or assignment is changed after April 1<sup>st</sup>. The teacher must then by not later than September 10<sup>th</sup> of the new school year, provide the superintendent with evidence of the college hours earned.
- B. Credits to apply beyond the BA must be taken after the BA degree was granted for credit on the salary schedule. A teacher will be allowed credit on a salary schedule for an MA degree in educational administration. This does not preclude MA degrees in other areas when approved by the superintendent.

### 4. VERTICAL ADVANCEMENT ON THE SALARY SCHEDULE

Any teacher who qualifies to move horizontally on the salary schedule for additional hours earned shall move vertically for additional experience, if qualified, no more than one step in any year regardless of the number of years frozen at the top of any salary lane.

- 5. PAYCHECK ISSUED Paychecks will be issued on the 20<sup>th</sup> of the month. The checks will be 1/12 of the total salary including phase I and II each month. If the 20<sup>th</sup> of the month falls on a weekend or legal holiday, the paychecks will be issued on the last business day preceding the holiday or weekend.

### 6. DUES DEDUCTION.

#### AUTHORIZATION

Any employee, who is a member of the Association or who has applied for membership, may sign and deliver to the Board or its designee an assignment authorizing payroll deduction or organizational dues, fees, and donations. The form of the assignment shall be as set forth in Appendix A.

#### REGULAR DEDUCTION

Pursuant to receipt of a proper deduction authorization, the Board shall deduct one tenth (1/10<sup>th</sup>) of the total amount authorized from the regular salary check of the employee each month for ten (10) months, beginning in September and ending in June.

#### PRORATED DEDUCTION

Employees who begin deduction after September shall have the total amount prorated on the basis of the remaining months of employment through June.

#### DURATION

Such authorization to deduct shall continue in effect from year to year unless revoked by thirty (30) days written notice to the Board and to the Association.

#### OTHER DEDUCTIONS

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities, credit union(s), savings bonds, charitable donations, insurances, and any other program approved by the Board and Association.

#### REMITTANCE

Amounts withheld for dues or other purposes shall be remitted to the designated person, persons, or company within ten (10) calendar days of the withholding.



## APPENDIX A

**AUTHORIZATION FOR PAYROLL DEDUCTION FOR EDUCATION  
ASSOCIATION DUES**

---

**First Name****Initial****Last****DUES**

I hereby request and authorize the Board of Education of the Boyer Valley Community School District as my remitting agent, to deduct from my earnings each month until this authorization is changed or revoked as provided herein, a sufficient amount to provide for the monthly payment of the prevailing rate of dues which amount is to be remitted each month for me on my behalf to the treasurer of the Boyer Valley Education Association.

It is understood that this authorization shall begin on the first payroll period following this date and shall continue through the end of the contract year, and shall thereafter continue for successive periods of one year unless revoked in writing by a thirty (30) day notice to my employer and to said Association.

---

Date

---

Signature

---

Social Security No.

7. EXTENDED CONTRACTS An employee whose regular teaching contract provides for professional services on days beyond the regular school year (Schedule A) shall be compensated at a per diem rate for each day in addition to those in the regular school year.
8. ANNUITIES Annuity contracts, pursuant to the provisions of Iowa law, may be written as a part of the teacher's regular contract in the spring. Teachers shall notify the Central Office of their intent to participate in tax sheltered annuities before said contract is issued, usually in March. Pursuant to the provisions of Iowa law, it is the policy of the Board to honor the written request of an employee of the District when such request is properly executed by the employee and filed with the Board Secretary to purchase an individual contract for that employee. The Board Secretary is authorized to administer such contracts in accordance with the law and the terms of the contracts.
9. EXTRA PERIOD ASSIGNMENT Teachers who are assigned to teach classes for teachers who are absent shall be paid \$10.00 per period (per hour for elementary), except when teaching said classes instead of their regularly scheduled classes.
10. MINIMUM SALARY INCREASE. At minimum, each contract year, each employee will receive a \$200 salary increase.
11. CAREER INCREMENT Each teacher that has completed one full year at the last step of each educational lane with the exception of the BA lane shall receive a career increment for the next academic year in addition to the salary schedule amount. This career increment amount shall be determined by adding to the individual's salary schedule amount of 7% of the salary at step 0 of each lane.

## ARTICLE IX

### LEAVES

- A. SICK LEAVE Employees shall be granted leave of absence with pay for personal injury or illness in the following manner:

1st year of employment – 11 days

2<sup>nd</sup> year of employment – 12 days

3<sup>rd</sup> year of employment – 13 days

4th year of employment – 14 days

5<sup>th</sup> year of employment and subsequent years – 15 days

Any unused sick leave in any one-year shall be credited for use in subsequent years with a maximum of one hundred five (105) days so accumulated. Teachers will be compensated yearly, at a rate of \$10 per day, for remaining sick days accumulated over 105 days.

A new employee may transfer up to fifteen (15) unused sick leave days from previous employment. The employee shall present a statement from the board secretary of the previous employer by September 30<sup>th</sup> indicating the number of eligible sick leave days to be transferred.

- B. PERSONAL LEAVE At the beginning of each school year, each teacher shall be granted two (2) days of leave without loss of pay to be used for the individual's business or personal reasons. Ordinarily, notice shall be given at least three (3) days in advance of the use of the leave. In case of illness of a member of the individual's immediate family or household, the advance notice requirement is waived. No personal leave day will be allowed the workday immediately preceding or immediately following any holiday, school recess, during the first or last week of school, or on non-contract days such as

teacher's workshop, in-service or parent-teacher conferences without approval of immediate supervisor. Only two employees may be using personal leave on the same day. Each employee shall also have two (2) days of personal leave which the employee will pay the cost of the substitute teacher. The employee may receive reimbursement at the rate of the substitute teacher pay for one (1) personal day, provided the employee has used only one (1) or none of their personal days for the school year.

Immediate family means spouse and children. Household means any person in the home dependent on the employee for support or care.

Definitions for sections C and D: Immediate family will include step and half members.

- C. FAMILY EMERGENCY LEAVE Family emergency leave is defined as leave taken for the illness of a member of the teacher's immediate family and household. Three (3) days will be allowed for this and not be cumulative.  
Two (2) of these three (3) days may be used for serious illness of a teacher's relatives not a member of the teacher's immediate household as follows: parent, grandparent, brother, sister, brother-in-law, sister-in-law, grandchildren, daughter-in-law, and relative in the same category of the teacher's spouse. Serious illness must be such a nature that the life of the patient is in jeopardy or that one of the following is required: surgery, intensive care, emergency outpatient care, specialist's services, postoperative treatment or care. Two (2) more days of the employee's sick leave may be used if the employee's family emergency has been exhausted.
- D. DEATH LEAVE A leave of up to five (5) days with pay may be granted with administrative approval in the case of death of the immediate family of the teacher. More days may be administratively approved for extenuating circumstances. The immediate family is limited to parent, child, wife, husband, brother, sister, father, mother, grandchildren, daughter-in-law, son-in-law and grandparents of the employee or the employee's spouse. This leave is not accumulative.  
  
A leave of one day may be granted with administrative approval in the case of death of a person not included in "immediate family". This day will be transferred from the teacher's sick leave bank. This leave is not accumulative. The board shall retain the right to remove the above paragraph as a non negotiable item.
- E. ASSOCIATION LEAVE Two (2) days of leave shall be available to the Association to attend ISEA delegate assembly. Such leave will be with full pay. If a substitute is hired to take the place of the absent teacher, the Association will pay the cost of the substitute. The Superintendent will be given five (5) days notice of the use of such leave.
- F. UNPAID LEAVE Certain leaves without pay (loss of 1/190<sup>th</sup> of contract salary) may occasionally be granted with prior approval of the Superintendent. Recommendations for such personal unpaid leave shall be channeled through the employee's immediate supervisor to the Superintendent.
- G. PROFESSIONAL LEAVE LANGUAGE The employer will establish procedure and the procedure will be equitably enforced.

## ARTICLE X HEALTH AND SAFETY

### A. PHYSICALS

The District shall pay up to \$35.00 for employer required periodic physical examinations.

## ARTICLE XI

### INSURANCE

The school district shall pay the single full health and major medical for the employee for a PPO \$500 deductible plan. The district shall contribute \$1250 per year for members electing dependent coverage. Members not electing dependent coverage shall have the option of electing to take the \$1250 per year as cash or Tax Sheltered Annuity under the district's Section 125 cafeteria plan. The district shall contribute to an employee dental plan not to exceed \$20.00 per month. The district shall also pay for the long term disability plan. The coverage and provider will remain the same unless mutually agreed upon by the employer and employee.

## ARTICLE XIII

### COMPLIANCE AND DURATION

#### A. SEPARABILITY AND ENTIRE AGREEMENT

If any of the provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and continuing except to the extent permitted by law, and the District and the Association shall enter into negotiations within a reasonable period of time to replace said provision. All other provisions or applications shall continue in full force and effect. This Agreement represents the entire Agreement between the parties and supersedes any previous Agreement written or verbal.

#### B. PRINTING AGREEMENT

Copies of this Agreement shall be printed in alternating years by the Association and then by the Board. A copy of this Agreement shall be available to all bargaining unit members.

#### C. DURATION PERIOD This agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2007. The salary and fringe benefit provisions shall become effective at the beginning of the first pay period of the 2006 - 2007 school year except that summer school coaches shall be paid at the new rate during the summer of 2007.

### SIGNATURE CLAUSE

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective secretaries and their signatures placed thereon, all on the 25<sup>th</sup> day of April, 2006.

BOYER VALLEY EDUCATION ASSOCIATION

BY:

Dana L. Schroeder  
BVEA President

BOYER VALLEY COMM. SCHOOL BOARD

BY:

Ken T. Duntz  
School Board President

BY:

Sue Cogdell  
BVEA Secretary

BY:

Sharon A. Lee  
School Board Secretary

*Bold and underlined statements are the additions to the sections.*

## Article XIII

### 4. VERTICAL ADVANCEMENT ON THE SALARY SCHEDULE

Any teacher who qualifies to move horizontally on the salary schedule for additional hours earned shall move vertically for additional experience, if qualified, no more than one step in any year regardless of the number of years frozen at the top of any salary lane. **Teachers who have received longevity pay and move horizontally for additional hours earned shall continue to receive longevity pay.**


8. ANNUITIES Annuity contracts, pursuant to the provisions of Iowa law, may be written as a part of the teacher's regular contract ~~in the spring~~. Teachers shall notify the Central Office of their intent to participate in tax sheltered annuities before said contract is issued, **by making a written request to the superintendent. Annuity withholding may only be started in the months of January, April, July, and October.** usually in March. Pursuant to the provisions of Iowa law, it is the policy of the Board to honor the written request of an employee of the District when such request is properly executed by the employee and filed with the Board Secretary to purchase an individual contract for that employee. The Board Secretary is authorized to administer such contracts in accordance with the law and the terms of the contracts.

## ARTICLE XI

### INSURANCE

The school district shall pay the single full health and major medical for the employee for a PPO \$500 deductible plan. The district shall contribute \$1250 per year for members electing dependent coverage. Members not electing dependent coverage shall have the option of electing to take the \$1250 per year as cash ~~or Tax Sheltered Annuity~~ under the district's Section 125 cafeteria plan. **For employees electing PPO \$1000 deductible plan, the district will pay the difference in district cost between the PPO \$500 deductible for a single employee and PPO \$1000 for a single employee in cash.** The district shall contribute to an employee dental plan not to exceed \$20.00 per month. The district shall also pay for the long term disability plan. The coverage and provider will remain the same unless mutually agreed upon by the employer and employee.

  
Ken T. Dunham, Board President

  
Dana Schroeder, BVEA President

5-15-06  
Date

May 17, 2006  
Date

SCHEDULE B  
Extra Curricular Schedule  
Percentages based on BA Base Salary

	<u>YR 1-2</u>	<u>YR 3-4</u>	<u>YR 5-6</u>	<u>YR 7-8</u>	<u>YR 9+</u>
HEAD COACH	11.0%	11.5%	12.0%	12.5%	13.0%
CROSS COUNTRY	8.0%	8.4%	8.8%	9.2%	9.6%
ASSISTANT COACH	8.0%	8.4%	8.8%	9.2%	9.6%
GOLF COACH	8.0%	8.3%	8.6%	9.0%	9.3%
JH COACH	6.0%	6.3%	6.6%	7.0%	7.3%
HS ATHLETIC DIRECTOR	14.0%				
SECONDARY					
MS/HS SUMMER BAND	10.0% (4 WEEK PROGRAM if 20 or more students)				
JH ANNUAL	2.0%				
MS DRAMA	4.0%				
MS STUDENT COUNCIL	2.0%				
JH CHEERLEADING	4.0%				
MS/HS Vocal	3% (20 students) 5% (21-30 students) 7% (more than 30)				
MS/HS Instrumental Music	3% (20 students) 5% (21-30 students) 7% (more than 30)				
Numbers based on enrollment - 3 <sup>rd</sup> Friday in September					
5 <sup>TH</sup> GRADE BAND	2.0%				
CLASS SPONSOR	0.5% (ONE PER GRADES 6-12 EXCEPT 11TH GRADE)				
DRILL TEAM	6.0%				
CHEERLEADING	6.0%				
PLAYS	4.5%				
SPEECH	4.0%				
HS STUDENT COUNCIL	5%				
ANNUAL ADVISOR	8.0%				
PURPLITE ADVISOR	5.0%				
NHS	3%				
ELEMENTARY SUMMER BAND	6.0%				
VOCAL MUSIC ACCOMP	2.0%				
JR. CLASS SPONSOR(S)	10.0% (divided among the leader/leaders of the Jr. Class sponsors)				
IND ARTS CLUB SPONSOR	1.0%				
F.H.A.	1.5%				
COMPUTER COORDINATOR	4.0%				
ADULT EDUCATION	2.0%				
COMMUNITY EDUCATION	3.5%				
WEIGHT ROOM					
SUPERVISION	\$2,500 annually maximum, to be paid at the rate of \$10 per hour				
OPEN GYM					
SUPERVISION	\$2,500 annually maximum, to be paid at the rate of \$10 per hour				

**CONTRACT SALARY SCHEDULE A**

2006 - 2007

BASE = \$22,650

EXPER	BA	BA+15	BA+30	MA	MA+15
0	\$22,650	\$23,783	\$24,496	\$24,972	\$26,220
1	\$23,330	\$24,496	\$25,231	\$25,721	\$27,007
2	\$24,029	\$25,231	\$25,988	\$26,492	\$27,817
3	\$24,750	\$25,988	\$26,767	\$27,287	\$28,652
4	\$25,493	\$26,767	\$27,570	\$28,106	\$29,511
5	\$26,258	\$27,570	\$28,398	\$28,949	\$30,396
6	\$27,045	\$28,398	\$29,249	\$29,817	\$31,308
7	\$27,857	\$29,249	\$30,127	\$30,712	\$32,248
8	\$28,692	\$30,127	\$31,031	\$31,633	\$33,215
9	\$29,553	\$31,031	\$31,962	\$32,582	\$34,211
10	\$30,440	\$31,962	\$32,921	\$33,560	\$35,238
11	\$31,353	\$32,921	\$33,908	\$34,567	\$36,295
12	\$32,293	\$33,908	\$34,925	\$35,604	\$37,384
13	\$33,262	\$34,925	\$35,973	\$36,672	\$38,505
14				\$37,772	\$39,660
15					
Career increment		\$1,665	\$1,715	\$1,748	\$1,835